

# LEADERSHIP & MANAGEMENT COURSE (for Strengthened Public Health Services)

## Course overview

There are critical shortages of staff, equipment, medicines and funds in low- and middle- income countries (LMICs), making the delivery of quality health services to their populations highly challenging. To ensure the effective and efficient utilization of limited resources in health programmes, adequate management capacity is required.

The *Leadership & Management* course is aimed at developing participants' leadership and management competencies, necessary for planning, design and implementation of improved public health services. The course is delivered in highly practical, context-sensitive and interactive training units.

## What is the course purpose?

The *Leadership & Management* Course was designed to help address the lack of sufficient leadership and management capacity in LMICs, which is essential for improving effectiveness and efficiency of health care services in these countries.

By building leadership and management capacity in health care programmes, public health services are strengthened.

## Who can participate?

The Leadership and Management (LAM) course for Strengthened Public Health Services (SPHS) is targeted for clinicians, educators, researchers or programme / project managers, coordinators, and administrators responsible for delivery of public health care services or who are working in prevention of blindness programmes in low and middle-income countries (LMICs).

## How is the course structured?

The SPHS-LAM contact course is delivered during a 5-day workshop in Cape Town, South Africa. The online version of the course is delivered over 12 weekly sessions, with each session (details in box alongside) comprising of a video lecture, a slide presentation, reading materials, and individual exercises to be completed in the time between the weekly sessions.

During the workshop, participants are guided to access and utilize the information and resources needed to develop and implement effective leadership and management strategies using the tools presented during the training.

## Course outline

	Weekly topics covered
<b>Phase 1</b> <b>Day /</b> <b>Week 1</b>	1. Introduction and exploration: What is leadership?
<b>Phase 2</b> <b>Day 2-3</b> <b>/</b> <b>Week</b> <b>2-6</b>	2. Personal leadership development 3. Situational leadership & contextual awareness 4. Strategic leadership & business planning 5. Team leadership 6. Leadership communication Test 1
<b>Phase 3</b> <b>Day 4-5</b> <b>Week</b> <b>7 - 12</b>	7. What is management? 8. Management functions 9. Management practices: personal and personnel 10. Managing resources: time, cost & quality 11. Managing situations 12. Managing complexity (a challenge) Test 2

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### Which teaching methods are used?

Faculty engage with participants through didactic lectures to cover the basic principles of the topics, supported by additional learning resources. The concepts are elaborated with examples, exercises, interactive discussions, quizzes, and further readings, before participants are required to complete individual and group assignments to apply the learnings.

### What are the main outputs of the course?

The course guides participants to obtain the core knowledge, skills and understanding of the principles, techniques, and application of leadership and management practices and approaches, leading to the creation of personal, ethical, strategic, situational and team leadership and management development plans for implementation in all areas of participants' lives.

### When is the course offered?

The course is offered in online mode over 12 weeks starting in July each year. A contact version is offered as part of the Postgraduate Diploma in Community Eye Health in March.

### Which assessment methods?

Formative assessments take place during the contact period with plenary and online quizzes, short individual and group exercises and a take-home assignment. Participants' homework is reviewed and with feedback, returned as formative and summative assessments. Full participation and an aggregate mark of 50% are required for successful completion of the course.

### Who offers the course?

The course is offered by the Community Eye Health Institute (CEHI) in the Division of Ophthalmology, Faculty of Health Sciences, at the University of Cape Town (UCT), South Africa. The course faculty possess expertise in project management, public health, advocacy, health promotion, health professional education and health programme management and leadership.

### What type of certification?

Qualifying participants will receive a **Certificate of completion**, from UCT-CEHI. HPCSA accredited **Continuous Professional Development** (CPD) points are available for fee-paying participants, if required.

### What are the costs involved?

1. Phase 1 of the course is free.
2. The full cost of the course is ZAR5000. Organisations are entitled to 10% discount when enrolling 5 or more participants. UCT staff are entitled to a 25% discount, i.e., ZAR3750. All currently registered postgraduate students, and graduate alumni from UCT, UWC, CPUT, and US are entitled to a 50% discount i.e., ZAR2500. Foreign currency payments should return the relevant ZAR amounts.
3. Current incumbents of the UCT-CEHI Volunteer Internship Programme are entitled to a 100% fee waiver.
4. Candidates taking this as part of an academic programme will pay the relevant course fee.
5. **If eligible, please request a discount voucher code from [d.minnies@uct.ac.za](mailto:d.minnies@uct.ac.za) BEFORE you enrol for the course.**

### How can I apply?

Click on this link to access the Learning Store: [https://learningstore.uct.ac.za/product?catalog=Leadership\\_Management\\_Course](https://learningstore.uct.ac.za/product?catalog=Leadership_Management_Course). Follow the prompts to complete your application. For enquiries, email [cehi@uct.ac.za](mailto:cehi@uct.ac.za).